

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 10/01/14 to 9/30/15.

1) **Employment Unit:** CBS Television Stations, Inc / Miami Television Station WBFS Inc,

2) **Unit Members (Stations and Communities of License):** WFOR, WBFS-TV

3) **EEO Contact Information for Unit Member:**

Mailing Address: 8900 NW 18 th Terrace Miami, FL 33172	Telephone Number: (305) 639-4407
	Contact Person: Sonia LaPaix
	E-mail Address: Slapaix@cbs.com

I. FULL TIME VACANCIES DURING REPORTING PERIOD – Jobs Filled (See Master Recruitment Source List for recruitment source data)

Job Title	Recruitment Source Notified of Job Vacancy	Recruitment Source of Hiree
Producer	1 – 27	29
Special Projects Producer	1 – 27	29
Anchor	1 – 27	30
Executive Producer	1 – 27	28
Anchor	1 – 27	30
Sr. Producer	1 – 27	28
Account Executive	1 – 27	13
Account Executive	1 – 27	28
Business Development Mgr.	1 – 27	13
IT Engineer	1 – 27	28
Promotions Producer	1 - 27	29(Promotion)
Photographer	1 - 27	29

II. MASTER RECRUITMENT SOURCE LIST UTILIZED DURING REPORTING PERIOD

CODE #	RECRUITMENT SOURCE	ADDRESS	CONTACT	PHONE	REQUESTED NOTIFICATION (Y/N)	NUMBER OF INTERVIEWEES REFERRED
1	University of Miami	Luis Herrera	P.o. Box 2481 –Coral Gables, FL 33124	(305) 284-2474 (305) 284-8186 – FAX	Yes	
2	One Stop Career Center		2700 SW 97 th Avenue – Miami, FL 33165	(305) 228-2300 (305) 228-2312 – FAX	Yes	
3	Miami International University of Art & Design	Muriel Guzman, Career Services Advisor/Alumni Coordinator	1501 Biscayne Blvd. Ste #100 Miami,, FL 33132	(305) 428-5785 – Fax (305) 995-5035	Yes	
4	Tampa By Association Of Black Journalists		P.O Box 191 Tampa, FL 33601	(727) 892-2990 - Fax (727) 893-8726	No	
5	Haitian American Community Assoc.	Yvel Leger	8037 NE 2 nd Avenue – Miami, FL	(305) 751-0523	No	
6	ASPIRA of Florida	Raul Martinez	3650 N. Miami Avenue – Miami, FL	(305) 576-1512 (305) 576-6217 – FAX	No	
7	Youth Co-Op	Maggie Gomez	3525 NW 7th Street Miami, FL	(305) 643-1908 Fax (305) 643-6730	No	
8	South Florida Work Force	Regina Fulton	3403 NW 82 nd Avenue – Miami, FL	(305) 594-7615 (305) 470-5762 – FAX	Yes	
9	Miami Job Corp Center	Anthony Taylor	3050 NW 183 rd St. – Miami, FL	(305) 626-7800 (305) 626-7857 – FAX	Yes	
10	Miami-Dade Job Program	Grace Suarez	300 NE 2 nd Avenue – Miami, FL	(305) 237-3625 (305) 237-3358 – FAX	Yes	
11	Jewish Community Service	Jeffrey Johnson	735 NE 125 th Avenue – N. Miami	(305) 899-8728 – FAX	Yes	
12	TV Jobs.Com			(760) 754-4215 – FAX	Yes	1
13	WFOR/WBFS –TV Website	Sonia LaPaix	8900 NW 18 th Terrace	(305) 639-4407	Not Applicable	24
14	Medialine	Mark Shilstone	P..O Box 51909	Medialine@.com	Yes	
15	Hillsborough Community College	Dr. Ron Shearer	Radio/TV Department 2112 North 15 th Street PST 134 Tampa, FL 33605	rshearer@hccfl.edu	Yes	
16	Howard University	Carol Dudley	School of Journalism 525 Bryant St. NW Washington, DC 20039	(202) 986-2911 – FAX (202) 806-4037/5806	NO	
17	Urban League of Greater Miami		8500 NW 25 th Avenue Miami, FL 33147	(305) 696-4455 – FAX (305) 696-4450	NO	
18	American Adult Education Center		18350 NW 67 th Avenue Hialeah, FL 33015	(305) 827-7935 – FAX (305) 557-3770	NO	
19	Cuban American National Counsel		300 SW 12 th Avenue 3 rd Floor Miami, FL 33130-2038	(305) 642-9815 – FAX (305) 642-3484	NO	
20	Program Director, JCS Senior Employment Program	Donna Cutler	4200 Biscayne Boulevard, Annex Miami, FL 33137	(305) 403-0332 – Fax (305) 573-0133	YES	

21	Office of Commissioner Francis Suarez District 4	Nury Valerie Soler,, Career Services Advisor/Alumni Coordinator	City of Miami District 4	(305) 250-5420 nsoler@miamigov.com	YES	
22	The Art Institute Of Fort Lauderdale	Luwin Sanchez Career Services Advisor	1799 SE 17 th Street Fort Lauderdale, FL 33316	((954) 525-2602 Fax (954) 308-2615 (800) 275-7603 ext. 2615	YES	
23	Miami Herald/Career Builders	Jeanette Martinez	7990 SW 117 th Avenue	(305) 376-2738	No	
24	Collective Talent	Michael Bille	1721 Richardson Place Tampa, FL 33606	(813) 254-9695 Phone (813) 494-455 Cell	Yes	
25	Partners For Self Employment Inc.	Cornell Crews Jr. Program Director	3000 Biscayne Blvd Suite 215 Miami, FL 33137	(305) 438-1407 x 215 (305) 438-1411 Fax	No	
27	Ai Miami International University of Art & Design	Nancy O'Rourke Career Services Advisor	1501 Biscayne Blvd Miami, FL 33132	(305) 428-5650 www.mymiu.edu	Yes	
28	Employee Referral	CBS Television Stations			N/A	19
29	Internal Applicant	CBS Television Stations			N/A	7
30	Outside Referral				N/A	10

TOTAL INTERVIEWEES FOR THE 12 MONTH PERIOD

61

III) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1. Participated as a sponsor for the 100 Black men 4 th Annual College and Career Expo. Provided news coverage. Staffed a booth and distributed samples of our job openings discussing career goals. Talent Irika Sargent and Summer Knowles participated in their social media café.	October 30, 2014	Sonia LaPaix, Human Resources Manager Nelly Rubio, Community Relations Dir. Irika Sargent, Anchor Summer Knowles, Reporter
2. Participated as a sponsor for the National Urban League 2015 Career & Networking Fair. Produced a PSA to promote the Job Fair. Attended the job fair seeking via candidates for the stations open positions.	July 30 – August 1, 2015	Sonia LaPaix, Human Resources Manager Nelly Rubio, Community Relations Dir.

(b) Internship (Each employment unit must establish an internship program.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
Intern Intern Intern Intern Intern	Fall 2015 Fall 2015 Summer 2015 Fall 2015 Fall 2015	Nelly Rubio, Community Relations Director Leo Gomez, Executive Producer Sports Lee Zimmerman, Public Relations Director Leo Gomez, Executive Producer Sports Craig Setzer, Meteorologist

(c) Participation in Events. (Each employment unit must participate in at least four events relating to career opportunities in broadcasting sponsored by educational institutions.)

Description of Recruitment Measure:	Date:	Personnel Involved: (Name and Position)
1 .Annual Career Education Program at Marjory Stoneman Douglas Elementary School. Children were exposed to the world of work early in life from the experience of our Weather Anchor.	May 7, 2015	Michael Smith, Weather Anchor
2. Co-emcee the Salute to Education at the Signature Grand Davie, FL. Through a unique partnership with the community in South Florida, the Miami-Dade and Broward County Ford and Lincoln Dealers and Ford Company have awarded over \$3.6 million in scholarships to more than 400 deserving public and private high school seniors.	June 6, 2015	Craig Setzer, Meteorologist Lissette Gonzalez, Meteorologist
3. Guest Speaker at the Miami Media School. Lisa spoke about her start in the industry, what her job entails now and the changes she has seen along the way	August 18, 2015	Lisa Petrillo, Reporter
4. Guest Speaker at a Leadership Webinar Series for FIU's Kopenhaver Center for the Advancement of Women in Communication at the School of Journalism and Mass Communication. The topic involve making it in the business as a women. The webinar is broadcast from the studios at FIU's Biscayne Bay Campus.	September 21, 2015	Marybel Rodriguez, Anchor/Reporter

- (d) **Training Management Personnel.** (Each Employment Unit must train management level personnel on methods of ensuring equal employment opportunity and preventing discrimination.)

Description of Recruitment Measure:	Personnel Involved: (Name and position)	Describe Training:
1. Sexual Harassment Our Expectation for a Respectful Workplace	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, Director of Sales Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr. All WFOR/WBFS Employees	Increase awareness and understanding of the laws, policies and standards that are applicable to CBS business. The intent is to ensure that a harassment free environment exist for every member of CBS.
2. Sexual Harassment: What Leaders Need to Know	Adam Levy, VP GM Roy Howie, Sales Mgr. David Radliff, Sales Mgr. Michelle LaChapelle, Director of Sales Jeff Joselson, Sales Mgr. Carl Larson, Controller Sonia LaPaix, H.R. Mgr. Nelson Perez, Asst. Controller Tracy Letize, C.S. Dir. Judy Flook, Art Dir. Liz Roldan, News Dir. Nick Bourne, Asst. News Dir. Marcelo Sanchez, Dir. Broadcast Operations Juan Andreu, Ops. Mgr. Jose Martinez, Eng. Mgr. John Mays, Production Mgr.	This course helps Managers identify sexual harassment, and recognize behaviors that may be considered sexually harassing in the workplace. Participants also learn about courses of action available as well as the rights of employees, and the responsibilities of employers.
3. Role of the Manager Workshop.	Dave Radliff, L&N Sales Mgr. Jeff Joselson, Natl Sales Mgr. Jason Mizrahi, Digital Sales Mgr. Terry Rodriguez, Traffic Mgr. Cari Hernandez, EP of Special Projects Miguel Hernandez, EP Tonya Estes, EP John Mays, Production Mgr. Leon Gonzalez, Digital Media Mgr. Alex Hernandez, Sr. Producer Alissa Merlo, Managing Editor Gin Duel-Fernandez, MC Supervisor Judy Flook, Art Dir. Sandy Antonio, Assignment Desk Mgr.	The Role of the Manager is a highly interactive workshop that uses a combination of group discussion, DVDs, workbook exercises and role-play to review the expectations associated with being a manager at CBS and ultimately set you up for success.